



# Tirian International at Mandarin Oriental

Innovative learning & development  
complemented by impeccable hospitality

# WHO IS TIRIAN?

Tirian specialises in organisation transformation through strategic innovation. With 20 years of international experience in more than 30 countries, Tirian delivers unique learning experiences to develop individual skills, team strategies and organization culture. Conducted by a team of professionals, each with specific areas of expertise and vast international experience, Tirian creates a highly dynamic, humorous and engaging learning environment.

Tirian services international clients with regional hubs and representative offices, working with Fortune 500 clients to build competency and capability. The offices and teams are located in Asia Pacific (including Singapore, Indonesia, HK and Australia), as well as licensed delivery partners in China, India, the Middle East, Europe and the USA.

# PROGRAM DESCRIPTIONS



## **CREATIVE THINKING & PROBLEM SOLVING SOLUTIONS (CSI1 & CSI2)**

**CSI: Who Killed Creativity?** (simulation board game).

An interactive diagnostic tool for identifying the blocks to creative thinking and innovation in individuals, teams, organizations and cultures

+ A Deep Dive Lab to use Design thinking to solve wicked problems.



## **INNOVATION SOLUTIONS**

**The Innovation Race** (game board case study exercise):

For senior leaders serious about leading and creating a culture of growth & innovation.

+ A Deep Dive Lab to assess top management teams with tensions and personal innovation biases.



## **ENGAGEMENT SOLUTIONS (CSI5)**

**The Chocolate Factory** (simulation):

A focus on being customer focused, process design, engagement.

+ A Deep Dive Lab to look at effective and creative processes.



## **TEAM DEVELOPMENT SOLUTIONS**

**On Thin ICE & Dynamic Interaction** (simulation & workshop):

Leading and creating high performance teams through experiential learning.

+ A Deep Dive Lab to create communications sociographs and deal with virtual / cross cultural challenges.



## **MISSION / VISION / VALUES SOLUTIONS**

**Mission Possible & The Creative Appliance Project** (Workshop & Exercise)

Creating and/ or contextualizing a genuine Vision Mission And Values

to connect with behaviors, delivered in a way that everyone sees the value of buying into it allowing them to take ownership. Using an 'Apprentice / Shark Tank' style project to focus on finding and identifying features of the organization to drive home key messages and define the brand.

+ A Deep Dive Lab to create an OGMS (Objectives, Goals, Strategies and Measures).

# PROGRAM OVERVIEW

PROGRAMS	LEVELS			CREATE + INNOVATIVE			STRATEGIC LEADERSHIP & PLANNING			TEAM EMPOWERMENT			TRANSFORM CHANGE MANAGEMENT		
	LITE	STANDARD	EXECUTIVE	INDIVIDUAL SKILLS	TEAM STRATEGIES	ORGANISATION CULTURE	INDIVIDUAL SKILLS	TEAM STRATEGIES	ORGANISATION CULTURE	INDIVIDUAL SKILLS	TEAM STRATEGIES	ORGANISATION CULTURE	INDIVIDUAL SKILLS	TEAM STRATEGIES	ORGANISATION CULTURE
7 Creative Thinking Strategies	✓	✓	✓	✓			✓			✓			✓		
The Innovation Race			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Who Killed Creativity?	✓	✓	✓		✓	✓	✓		✓	✓		✓			✓
On Thin ICE	✓	✓	✓		✓			✓			✓			✓	
The Chocolate Factory		✓	✓		✓	✓		✓	✓		✓	✓		✓	✓
Mission Possible		✓	✓		✓	✓		✓	✓		✓	✓		✓	✓
The Creative Appliance Project	✓	✓	✓		✓	✓		✓	✓		✓	✓		✓	✓

Tirian International can help you plan the best program to achieve your objectives.

Lite Level

**Designed to change the way people feel**, to introduce a topic, and/or entertain, re-energize, relax, re-create, socialize, teach and learn new skills.

Standard Level

**Intended to change the way people feel and think** to gain awareness of needs, to add knowledge of new concepts, to understand new ways of looking at old or familiar concepts.

Executive Level

**Curated to change the way people feel, think and behave** by increasing positive functional behaviors, and by improving interpersonal and intrapersonal relationships.



# PRESENTATION METHODS

## **Conference and Keynote Presentations**

Tirian's conference and keynote presentations are delivered by speakers who are experts in specific areas. They include original material in their area of expertise and outline significant achievements the presenters have made, along with practical case studies from the clients they have worked with. The material is always presented in a highly engaging and interactive way to reach even the greatest of cynics.

## **Facilitated Experiences**

Facilitated experiences provide a platform for self-discovery. Tirian's facilitators provide stimulating themed immersive experiences which encourage individuals and groups to identify challenges and discover solutions themselves. They provide the opportunities for reflection that can lead to lasting change.

## **The central purposes of facilitation are to:**

1. Enhance the quality of the learning experience
2. Assist clients with finding clear direction for functional change, and
3. Build positive mindsets and a strong culture as a platform for change

## **Educational and Training Workshops**

These workshops focus on providing practical tools and developing specific skills that will enable ongoing development. Tirian's trainers provide the technical expertise and educational strategies that can assist with not only developing useful skillsets, but also practicing these skills for ongoing enquiry and learning.

# KEYNOTE SPEAKERS

Tirian's team of organization development professionals are all highly motivating and competent individuals located in a number of different regions. Each Tirian presenter and facilitator has a specialized expertise to provide the best quality program, according to the client's specific needs.

**Andrew Grant**



CEO of Tirian International Andrew Grant is a gifted facilitator and stage presenter having spent over 25 years working with clients around the world. Using a solid educational approach to intelligently present his focus areas, Andrew mixes humour and wit to ensure the learning lasts and is implementable. Andrew has been engaged by global market leaders to develop a culture of innovation leadership.

**Gaia Grant**



MD of Tirian International, Gaia Grant is a lecturer and researcher at Sydney University Business School. Gaia is able to modify programs to include an academic validation for a more-well-rounded training. Using her wide range of tools to help corporate clients find solutions to the most difficult challenges, Gaia enjoys working on corporate responsibility and sustainability programs.

**Dr Lloyd Irwin**



Dr Lloyd Irwin is a Senior Partner at Tirian International with expertise in leadership and team development. Lloyd designs and presents client-specific programs and provides consultancy and coaching services for clients. Over the last 10 years with Tirian, he has worked with a wide range of corporate groups in various industry sectors across Asia Pacific, the Middle East and beyond, becoming a trusted partner for leadership development strategies.

# CLIENTS & TESTIMONIALS

*"A great use of metaphors that we can really take back to us and use in the office"*  
Regional President, MTV

*"You gave us compelling ideas that are worthwhile for use in our marketing"*  
Regional General Manager & Senior Vice President Consumer Products, Disney

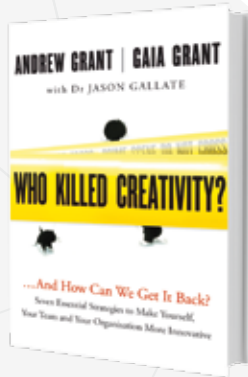
*"You guys exceeded my expectations. You motivated us with a lot of enthusiasm and appropriate leadership"*  
Manager, Accenture Japan

*"Not just a day of fun, but something that will contribute to our success"*  
Regional Vice President Marketing, FedEx

*"Top marks for helping us ensure that the whole issue of creating a supporting culture that enables our key strategic initiatives, becomes successful"*  
John Gilbert Global Operations UBS Investment Bank- London UK



# REFERENCE



## **Who Killed Creativity?...**

And How Can We Get It Back?

7 essential strategies for making yourself, your team & your organization more innovative



## **The Innovation Race:**

How to change a culture to change the game

4 culture change actions to navigate the key innovation paradoxes-using the polar positioning technique.

*"Engaging insightful and very useful."*

**Dr. Roger Firestien-Senior Faculty,  
International Center for Studies In Creativity  
Buffalo State-State University of New York**

*"A real eye opener"*

**Dr. William Wurtz (PhD)-  
Two-term past president of the  
American Creativity Association.**

*"Read this book before it's too late"*

**Margaret Heffernan,  
Author, BBC TV Producer, CEO & Entrepreneur**

*"An engrossing journey that gathers insights  
from the fields of economics, anthropology,  
ethics and psychology."*

**Peter Martin, Economics Editor, The Age**



# REFERENCE



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[Harvard Business Review](#) TV-Europe *Andrew Grant Interview*



[TV Channel 7: The Daily Edition](#) 'What's happened to the PM's Innovation Agenda?' *Andrew & Gaia Grant*  
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[Sky News](#) – Business IQ 'The Innovation Race' *Gaia Grant*



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[South China Morning Post](#) – Andrew Grant 'Slaying the 'creativity-killers'. *Review*  
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[ABC RADIO](#): "The Innovation Nation" *Gaia Grant*  
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[Sydney University Business School](#): A leading researcher has warned that innovation is "absolutely essential" if countries are to sustain their current level of economic well-being.  
[Daily Telegraph](#): Light Bulb Moment Employers are looking for Innovators. *Gaia Grant*



To request a proposal or for more information,  
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